Workplace Bulletin

May 29, 2006

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The *Workplace Bulletin*, issued by the Workplace Information Directorate, Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Workplace Information Directorate offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

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Recent Collective Bargaining Settlements

Available summary reports of the most recent collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. Use the individual links below to access the reports.

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Newfoundland and Labrador	
Government of Newfoundland and Labrador and College of North Atlantic, province-wide Newfoundland and Labrador Association of Public and Private Employees (700 instructors; lecturers) **0519809**	Dec 10/2005 ********** Sep 01/2004 – Aug 31/2008
New Brunswick	
University of New Brunswick, Fredericton Association of University of New Brunswick Teachers (600 professors; lecturers; librarians) **1010705**	Feb 16/2006 ********** Jul 01/2005 – Jun 30/2009
Quebec	
1641-9749 Québec Inc., Rougemont and other centres International Brotherhood of Teamsters (650 truck drivers; warehouse employees) **1043703**	Jan 18/2006 ********** Jan 01/2006 – Dec 31/2010

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Alcan Smelters and Chemicals Ltd., Jonquière, Alma, Laterrière and Shipshaw National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (3,510 hourly-rated employees; laboratory technicians) **0157713**	Dec 20/2005 ********** Jan 01/2006 – Dec 31/2006
Groupe Alcan Métal Primaire-Québec, Port-Alfred National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (130 longshoremen; security guards) **0322313**	Dec 20/2005 ********** Jan 01/2006 – Dec 31/2006
Station Mont-Tremblant, Société en commandite, Mont-Tremblant Fédération du commerce inc. (1,480 resort employees) **1008704**	Jan 03/2006 ********** Nov 01/2005 – Oct 31/2010
Transport Robert (1973) Ltée, province-wide International Brotherhood of Teamsters (150 truck drivers; warehouse employees) **1276402**	Jan 18/2006 ********** Jan 01/2006 – Dec 31/2010
Université du Québec à Montréal, Montréal Fédération nationale des enseignantes et des enseignants du Québec (1,600 lecturers) **0524610**	Dec 09/2005 ********** Jan 01/2006 – Dec 31/2008

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Ontario

Autoliv Canada Inc.,
Tilbury
National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA)
(570 plant and maintenance employees)
1356701

Feb 24/2006
****
Feb 24/2006 – Oct 15/2008

Bowater Canadian Forest Products Inc.,
Thunder Bay
Industrial Wood and Allied Workers of Canada
(540 woods employees)
0003308

Jan 22/2006
****
Sep 01/2005 – Nov 30/2009

Canada Science and Technology Museum Corporation,
Ottawa
Public Service Alliance of Canada
(300 museum employees)
1195005

Dec 12/2005
****
Apr 01/2004 – Sep 30/2008

City of Ottawa - OC Transpo,
Ottawa
Amalgamated Transit Union
(2,000 bus drivers; mechanics; service and maintenance employees)
0376209

Dec 15/2005
****
Apr 01/2005 – Mar 31/2008

City of Thunder Bay-TBayTel,
Thunder Bay
International Brotherhood of Electrical Workers
(100 office employees)
0401510

Nov 08/2005
****
Apr 01/2005 – Mar 31/2009

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
City of Thunder Bay-TBayTel, Thunder Bay International Brotherhood of Electrical Workers (190 craft and service employees) **0401410**	Nov 08/2005 ********** Apr 01/2005 – Mar 31/2009
CKVR Channel 3, division of CHUM Limited, Barrie Communications, Energy and Paperworkers Union of Canada (100 broadcast and television employees) **0394210**	Jan 17/2006 ********** Mar 01/2006 – Feb 28/2007
Guelph Products Collins and Aikman, Guelph National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (800 production employees) **1144504**	Dec 23/2005 ********** Feb 01/2006 – Jan 31/2009
Hydro One Inc., province-wide Society of Professional Engineers and Associates (780 scientific and other professional employees; administrative services employees) **1256404**	Dec 22/2005 ********** Apr 01/2005 – Mar 31/2008
Kawartha Pine Ridge District School Board, Peterborough, Clarington and Northumberland Canadian Union of Public Employees (1,180 office employees and technicians; service and maintenance employees) **1199203**	Feb 23/2006 ********** Sep 01/2005 – Aug 31/2008

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Laidlaw Transit Ltd., Lindsay National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (150 bus drivers) **1350602**	Feb 06/2006 ********** Sep 01/2005 – Aug 31/2007
Laidlaw Transit Ltd., Ottawa National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (190 bus drivers) **0372510**	Feb 15/2006 ********** Jul 01/2005 – Jun 30/2008
Lake Erie Steel Company, division of Stelco Inc., Nanticoke United Steelworkers of America (1,000 production employees) **0151707**	Jan 20/2006 ********** Aug 01/2004 – Jul 31/2009
No Frills Franchise Stores, Oakville and other centres National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (1,500 retail employees) **1003004**	Jan 29/2006 ********** Jan 29/2006 – Jan 28/2009
Peel District School Board, Mississauga Elementary Teachers' Federation of Ontario (1,700 occasional teachers) **1230503**	Dec 19/2005 ********** Sep 01/2004 – Aug 31/2008

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Simcoe County District School Board, Midhurst and area Ontario Public Service Employees Union (1,190 office employees; educational services employees) **1179505**	Feb 22/2006 ********** Jan 01/2005 – Dec 31/2008
Simcoe Muskoka Catholic District School Board, Barrie Ontario English Catholic Teachers' Association (530 occasional teachers) **1242104**	Jan 25/2006 ********** Sep 01/2004 – Aug 31/2008
Sobey's Inc., Whitby National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (700 grocery distribution centre employees) **1354401**	Dec 04/2005 ********** Mar 01/2006 – Feb 28/2009
TD Canada Trust, Sudbury United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers Intl. Union (130 customer service employees) **1344201**	Jan 15/2006 ********** Jan 15/2006 – Jan 15/2007
Thames Valley District School Board, London Elementary Teachers' Federation of Ontario (1,400 occasional teachers) **1212704**	Jan 24/2006 ********** Sep 01/2004 – Aug 31/2008

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Toronto District School Board, Toronto Elementary Teachers' Federation of Ontario (3,000 occasional teachers) **1201904**	Feb 20/2006 ********** Sep 01/2004 – Aug 31/2008
Toronto Hydro, Toronto Canadian Union of Public Employees (770 outside employees) **1187604**	Dec 20/2005 ********** Feb 01/2006 – Jan 31/2009
Toronto Hydro, Toronto Canadian Union of Public Employees (500 salaried employees) **1187704**	Dec 20/2005 ********** Feb 01/2006 – Jan 31/2009
Waterloo Region District School Board, Kitchener Elementary Teachers' Federation of Ontario (900 occasional teachers) **1245803**	Dec 14/2005 ********** Sep 01/2004 – Aug 31/2008
Saskatchewan	
University of Regina, Regina University of Regina Faculty Association (800 professors; librarians) **0533010**	Feb 03/2006 ********** Jul 01/2005 – Jun 30/2008

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Alberta	
ATB Financial, province-wide Alberta Union of Provincial Employees (1,700 administrative services employees) **1172605**	Jan 13/2006 ********** Apr 01/2005 – Mar 31/2007
British Columbia	
City of Kamloops, Kamloops Canadian Union of Public Employees (550 inside employees; outside employees) **0729109**	Jan 04/2006 ********** Jan 01/2006 – Dec 31/2010
Penauille Servisair, Vancouver International Airport International Association of Machinists and Aerospace Workers (500 baggage handlers and ramp attendants) **1238604**	Jan 27/2006 ********** Sep 01/2005 – Aug 31/2009
Multiprovince	
Canada Post Corporation, Canada-wide Association of Postal Officials of Canada (3,100 postal supervisors; sales employees) **0405909**	Dec 22/2005 ********** Apr 01/2005 – Mar 31/2009

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Canadian Press and Broadcast News Limited, Canada-wide The National Guild of Canadian Media, Manufacturing, Prof. and Service Workers/Communications Workers of America (TNG/CWA) (300 news reporting service employees) **0768409**	Dec 21/2005 ********** Feb 15/2005 – Dec 31/2005
Canadian Press and Broadcast News Limited, Canada-wide The National Guild of Canadian Media, Manufacturing, Prof. and Service Workers/Communications Workers of America (TNG/CWA) (300 news reporting service employees) **0768410**	Dec 21/2005 ********** Jan 01/2006 – Dec 31/2006
Eastern Canada Car Carriers, province-wide, Ontario and province-wide, Quebec International Brotherhood of Teamsters (1,340 truck drivers) **1047604**	Nov 19/2005 ********** Nov 01/2005 – Oct 31/2006
Government of Canada, Canada-wide Professional Institute of the Public Service of Canada (2,760 architects; engineers) **1354201**	Jan 26/2006 ********** Oct 01/2005 – Sep 30/2007
Government of Canada, Canada-wide Public Service Alliance of Canada (540 regional office interviewers) **0970708**	Dec 16/2005 ********** Dec 01/2004 – Nov 30/2007

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Government of Canada, Canada-wide Public Service Alliance of Canada (600 field interviewers) **1264002**	Dec 16/2005 ********** Dec 01/2004 – Nov 30/2007
Ryder Truck Rental Canada Ltd., dba Ryder Integrated Logistics, Canada-wide National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (320 warehouse employees; truck drivers) **1259703**	Jan 22/2006 ********** Jan 13/2006 – Jan 12/2009

A full listing of recent collective bargaining settlements is available in PDF format at Current Settlement Listing.

Negotech, a searchable labour relations database provides timely settlement reports and full text of collective agreements in Canada.

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	various unions	28,500	CO/B/TENT	May 02–Sep 05
Canada Post	CUPW/CPAA	12,630	B/ARB	Dec 05
Atomic Energy of Canada (Ont. and Que.)	various unions	1,610	B	Dec 05/Mar 06
Communications Security Establishment	PSAC	1,000	B	Feb 06

Employer	Union	Employees	Status*	Expiry Month
National Research Council of Canada	various unions	1,000	B	Dec 04/Apr 05
Private Sector				
Air Canada (wage reopeners)	various unions	30,790	B/CO	Jun/Jul 06
TELUS Corp. (Que.)	CUPE	1,140	B	Dec 05
Hudson Bay Mining and Smelting Company	various unions	1,090	B	Dec 05
Saskatchewan Wheat Pool	Grain Services Union	750	B	Jan 06
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Hospital Association	ONA/OPSEU	51,540	B/TENT	Mar 06
British Columbia Public School Employers Association	Teachers	42,000	B	Jun 06
Government of Newfoundland and Labrador	Nurses/Teachers/ Healthcare	13,700	B/TENT	Aug 04/Jun 05
Government of Manitoba	MGGEU	12,100	B	Mar 06
Government of New Brunswick	NBPEA/CUPE	11,050	B/CO	Aug 04/Mar 05
College Compensation and Appointments Council (Ont.)	OPSEU	9,100	ARB	Aug 05
Government of Ontario	Police	7,680	B	Dec 05
Government of Nova Scotia	CUPE/ CAW-CANADA	5,800	B	Mar 06
City of Edmonton	various unions	5,600	B	Dec 05
Calgary Health Authority	AUPE	5,200	TENT	Mar 05
Government of Quebec	Police	4,800	B	Jun 02

Employer	Union	Employees	Status*	Expiry Month
Manitoba Hydro	various unions	4,060	B/CO	Mar 06/May 06
Hydro-Québec	CUPE	3,200	B	Dec 04
University of Montréal	CUPE	2,000	B	Nov 05
Private Sector				
B.C. Construction	various unions	26,000	B	Apr 04
Stelco (Ont.)	Steelworkers	4,000	B	Jul 06
INCO Limited (Ont.)	Steelworkers	3,610	CO	May 06
Fishery Products Intl. Ltd. (N.L.)	CAW-CANADA	2,500	B	Mar 05
Bombardier Aerospace (Ont.)	CAW	1,400	B	Jun 06
Falconbridge Ltd. (N.B.)	Steelworkers	650	B	Feb 06

*
- ARB Arbitration
- B Bargaining
- B/WS Bargaining after work stoppage
- CO Conciliation
- MED Mediation
- M/WS Mediation after work stoppage
- PAB Post-arbitration bargaining
- PCB Post-conciliation bargaining
- PMB Post-mediation bargaining
- TENT Tentative settlement
- WS Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Ontario Hospital Association	various unions	34,650	Sep/Oct 06
Health Sectors in Prince Edward Island, Nova Scotia and Manitoba	various unions	16,300	Mar 06
Loblaws (Ont.)	UFCW	15,000	Jul 06
Government of Saskatchewan	SGGEU	10,000	Sep 06
Real Canadian Superstores (Alta.)	UFCW	8,150	Aug 06

Major Work Stoppages

Major work stoppages involving 500 or more employees from **May 5 to 18, 2006.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
Thames Valley District School Board, London, Ontario Canadian Union of Public Employees 800 educational assistants	Not available	May 11/2006	
Stora Enso Port Hawksbury Limited, Point Tupper, Nova Scotia Communications, Energy and Paperworkers Union of Canada 670 mill and office employees	Subcontracting	Jan 26/2006 Lockout	

How Participating in a Stock Ownership Plan Affects Employee Absenteeism in Canada

Stéphane Renaud and Alexandra Rouillard
School of Industrial Relations, Université de Montréal

Absenteeism in the workplace can be a serious problem for companies because it often involves high and unsuspected social and monetary costs. Absenteeism not only results in direct costs for the firm but may also trigger other negative effects such as slower production, accumulation of work, additional pressure on other workers, higher risk of accidents, schedule delays and inferior quality (Drapeau, 988; Peel and Wilson, 1990). Even a slight reduction in absenteeism can generate substantial savings (Gesine, 1992).

For companies seeking a wise solution to the problem of absenteeism, the research is contradictory and confusing. The literature mentions a number of ways to counter the problem, including disciplinary measures, job enrichment, reorganization of work and stock ownership. The goal of this research is to see whether stock ownership plans have an impact on absenteeism.

The above is a summary of a full article available at List of articles and case studies.

Coming in the Next *Bulletin*

- Wage Settlements Recent—**April 2006** analysis and wage data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Etc.

For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

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